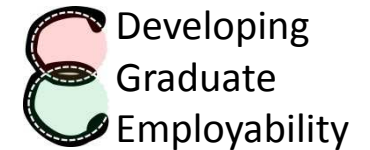


OLT Conference 10 – 11 June 2014 Sydney
Symposium on Graduate Employability and
Productivity

**OLTC 2013 Commissioned Projects Topic 4
Graduate Employability: how can universities best
support students to develop generic skills?**

Project Team



Project Team leader	A/ Prof Margaret Jollands, School of Civil Environmental and Chemical Engineering	RMIT University
Project Team member	Ms Bronwyn Clarke, Director of Programs, School of Media and Communication	RMIT University
Project Team member	A/Prof Danilla Grando, Program Leader Biotechnology, School of Applied Science	RMIT University
Project Team member	A/Prof Margaret Hamilton, School of Computer Science and Information Technology	RMIT University
Project Team member	A/Prof John Smith, School of Civil Environmental and Chemical Engineering	RMIT University
Project Team member	Dr Sophia Xenos, School of Health Science	RMIT University
Project Team member	A/Prof Angela Carbone, Associate Director, Office Pro Vice-Chancellor (Learning and Teaching)	Monash University
Project Team member	Prof Lorelle Burton, Professor of Psychology, School of Psychology, Counselling and Community	The University of Southern Queensland
Project Officer s	Cathy Pocknee and Sheila Thomas, School of Civil Environmental and Chemical Engineering	RMIT University
Research Assistant	Ms Megan Brodie, School of Civil Environmental and Chemical Engineering	RMIT University



MONASH University



UNIVERSITY
OF SOUTHERN
QUEENSLAND

Project title:
**Developing graduate employability through
partnerships with industry and professional
associations**

The **project's mission** is to align expectations of employers, professional bodies, academic staff, graduates and students from diverse disciplines, to develop an employability framework, and to identify good practice curriculum that promotes graduate employability.

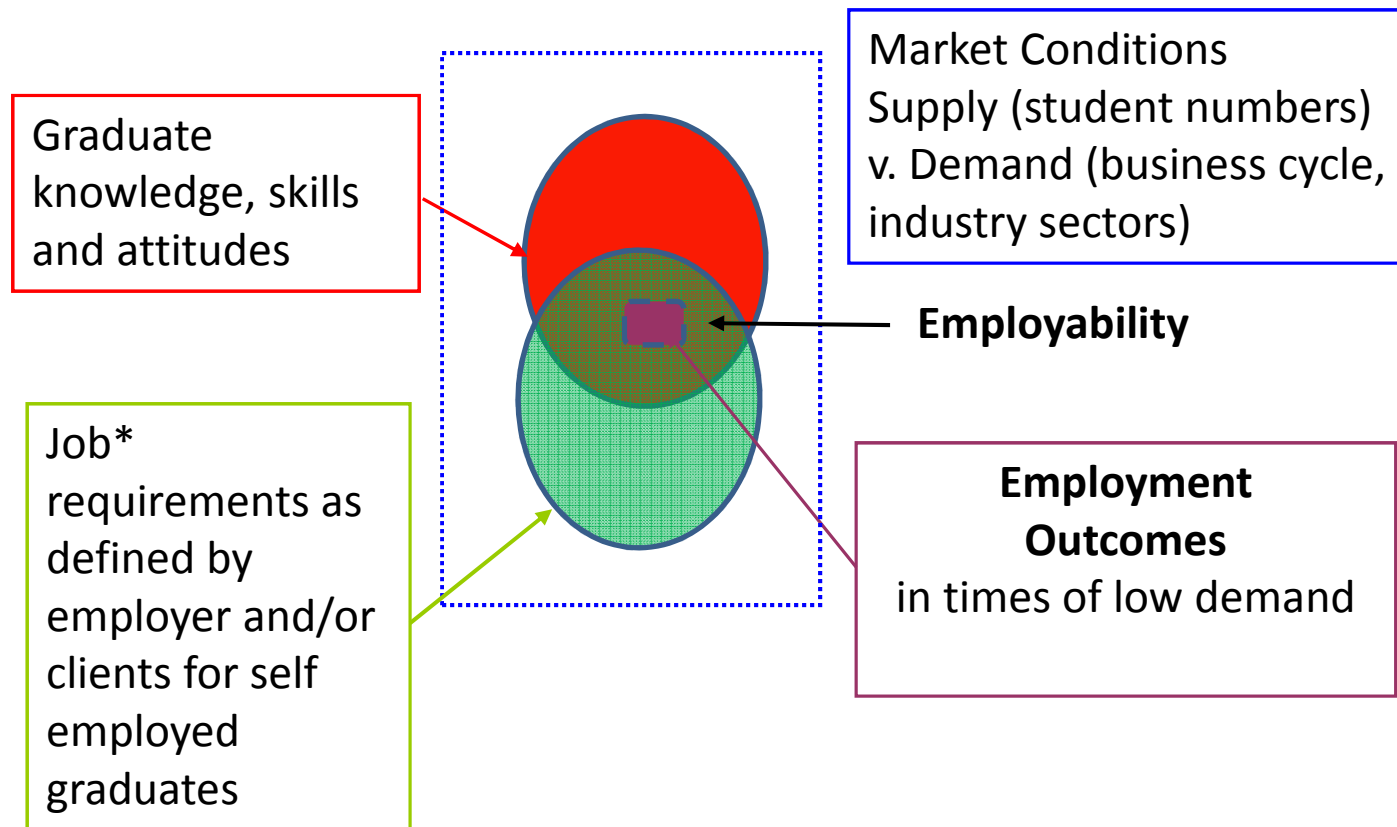


MONASH University



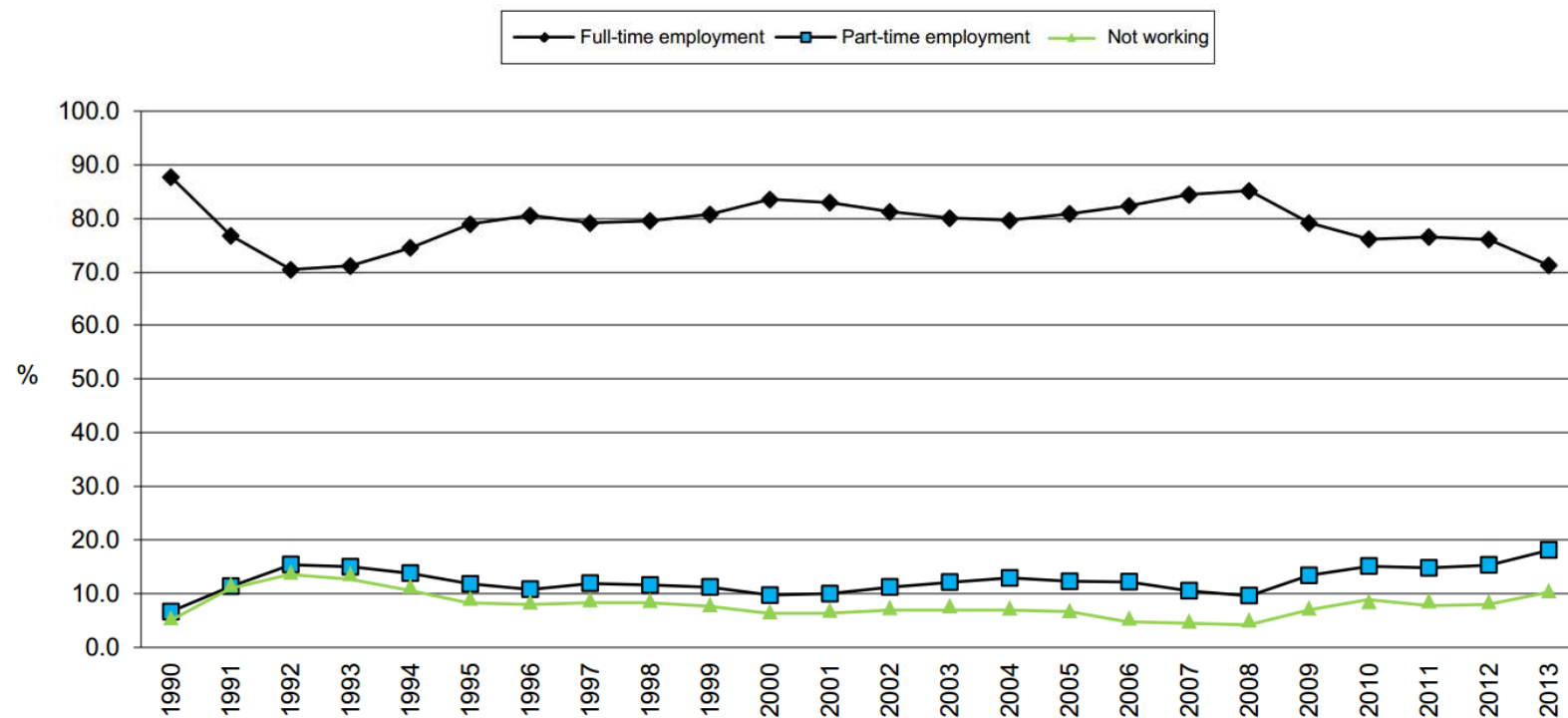
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Employment outcomes versus employability



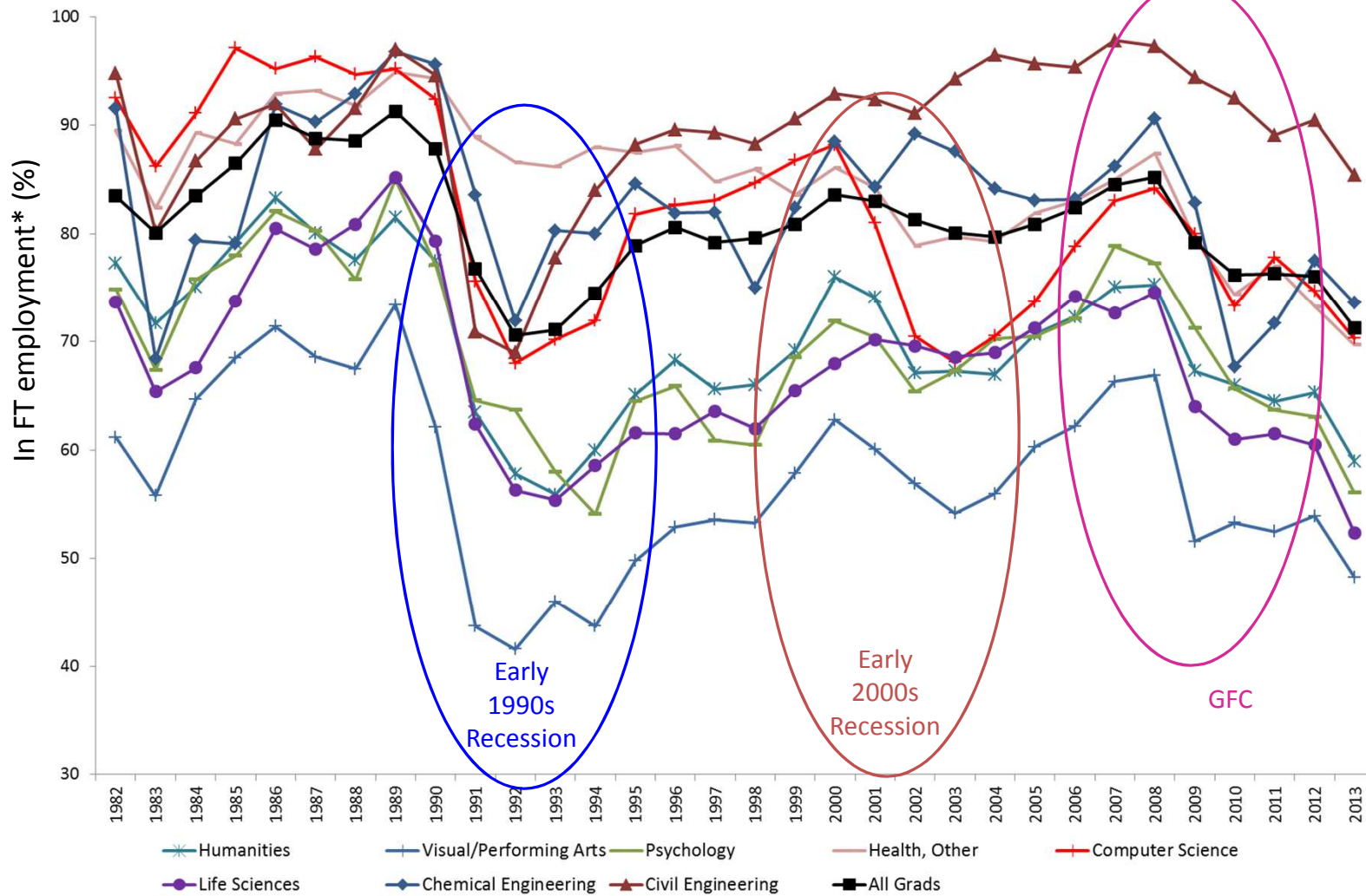
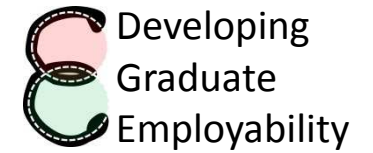
Graduate employment trends¹

Figure 1: Bachelor degree graduates available for full-time employment; percentage in full-time employment, percentage working part-time while seeking full-time employment, percentage not working while seeking full-time employment (1990–2013).

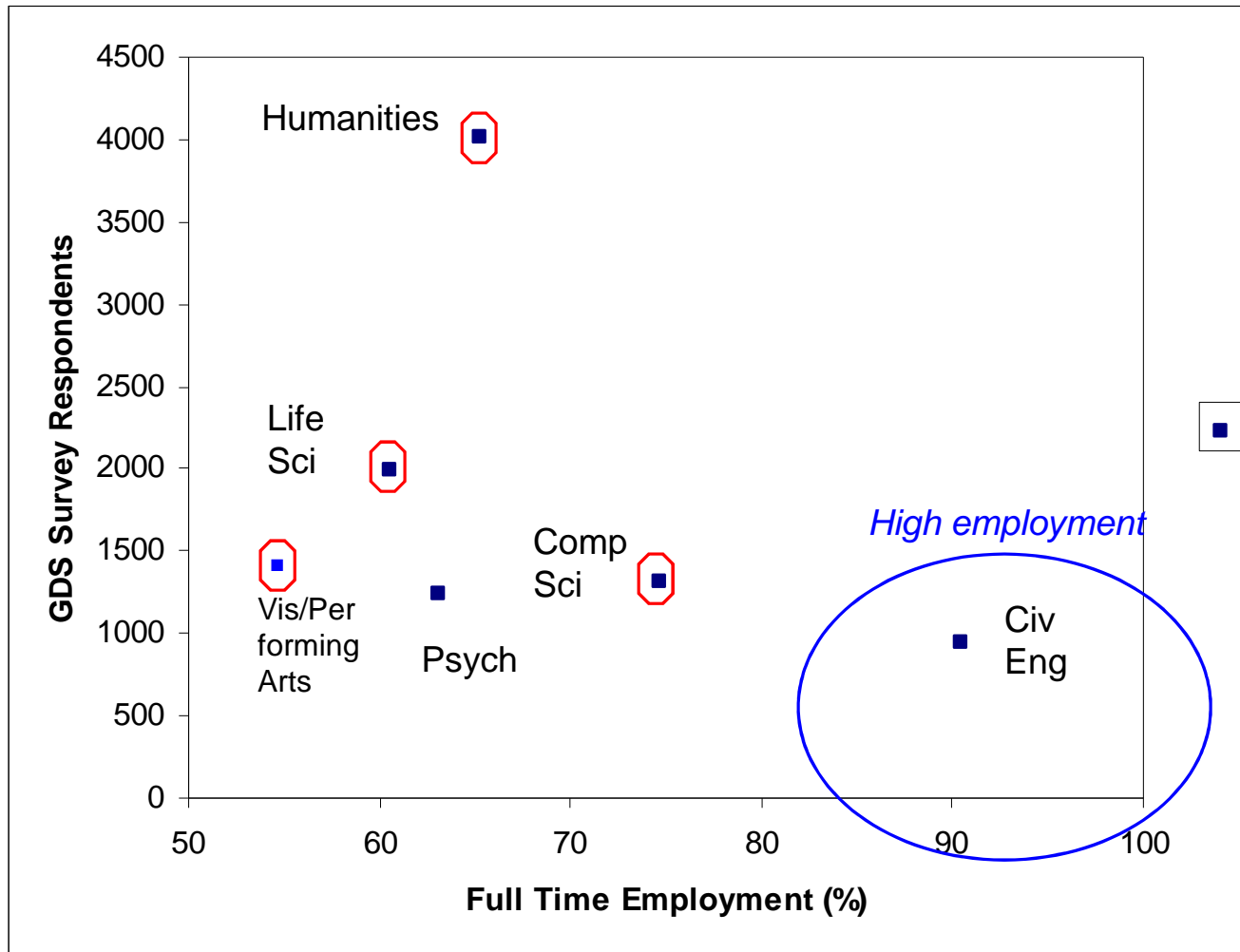
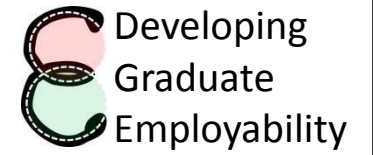


1. GCA (2013)

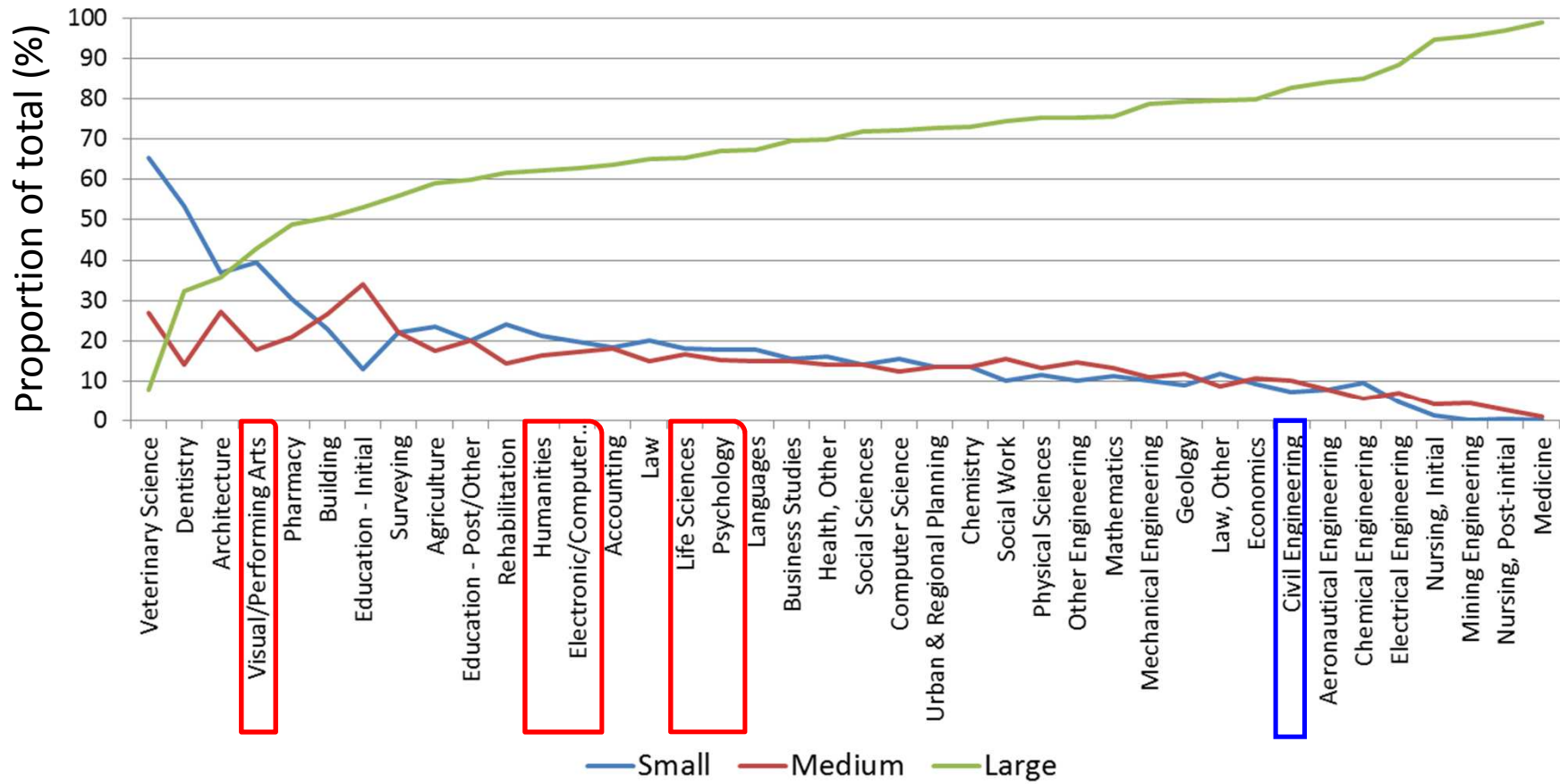
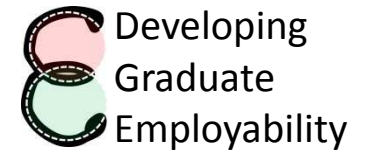
Fields of education rate of full time (FT) employment from 1982 to 2013²



Employment outcomes by discipline (2012)³

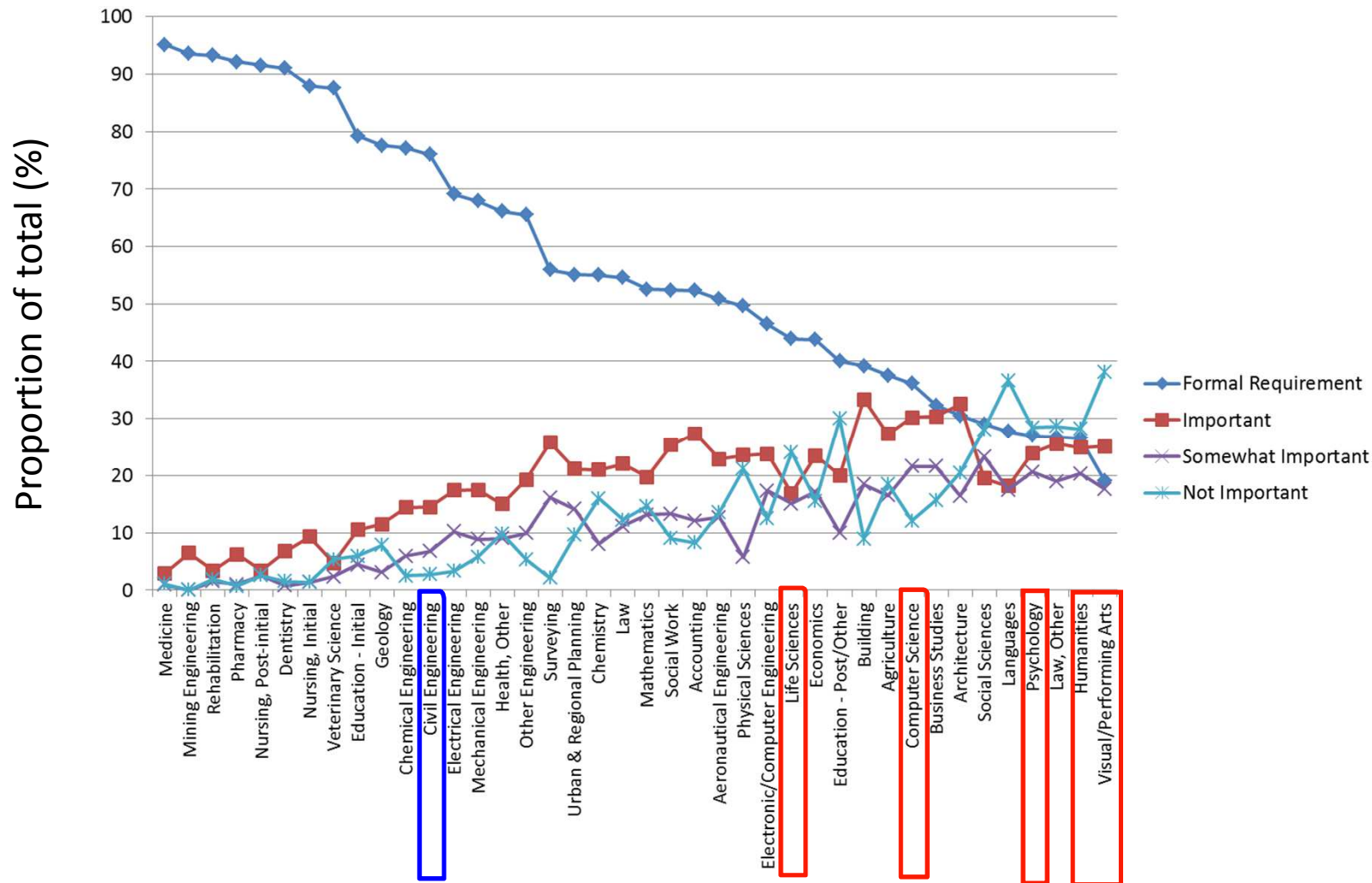


Size of company in which graduates have full time employment.⁴



Small <20 employees, medium <100 employees and large >100 employees.

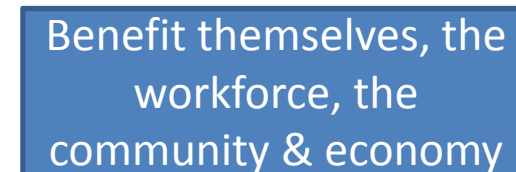
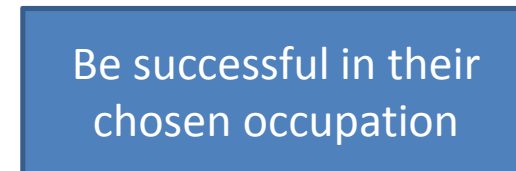
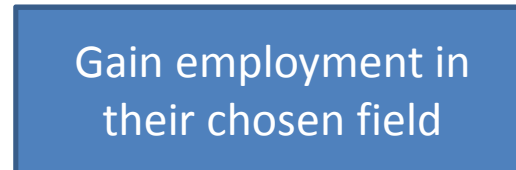
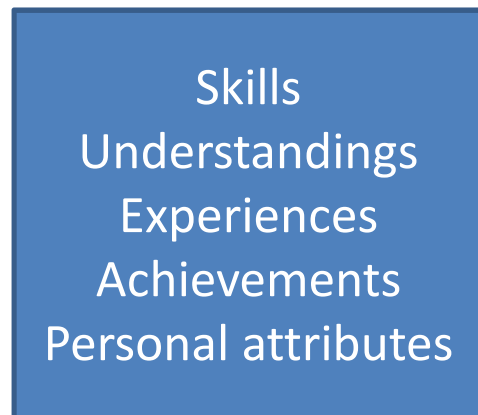
Graduates rating of the importance of their qualification to their current job⁵



DRAFT

Defining Employability

A set of

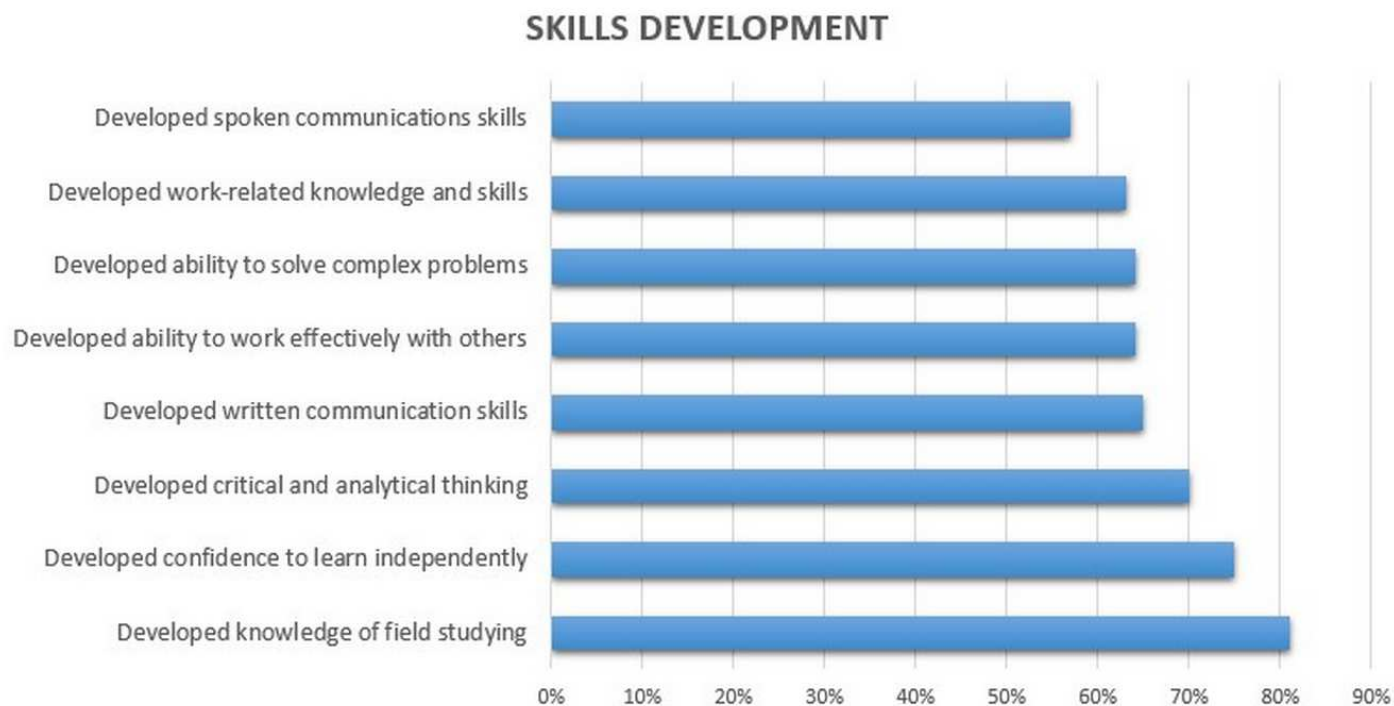


(York 2006, 8)

Extract from UEQ 2012 survey⁶



The following graph shows the percentage of students who rated their skills development as 'quite a bit' or 'very much'. The vast majority of graduates felt that their university experience developed their knowledge of the field that they were studying (81%), although just over half felt that their study had developed their spoken communication skills.



6. Radloff, A., et al. 2012 *University Experience Survey National Report*. Department of Industry Innovation, Science, Research and Tertiary Education, 2012.

Project deliverables: RMIT Lead Institution

An investigation into the key challenges and issues faced by; students, graduates, employers, representatives of professional bodies and academic staff

Identification of areas of good practice and opportunities for innovation in undergraduate programs,

The hosting of a series of round table meetings with industry to engage with employers and professional bodies to seek feedback on the generic/graduate skills required by industry of graduates and the perceived gaps; and

Dissemination of findings through education and industry sectors in partnership with professional bodies.

Project Outcomes:

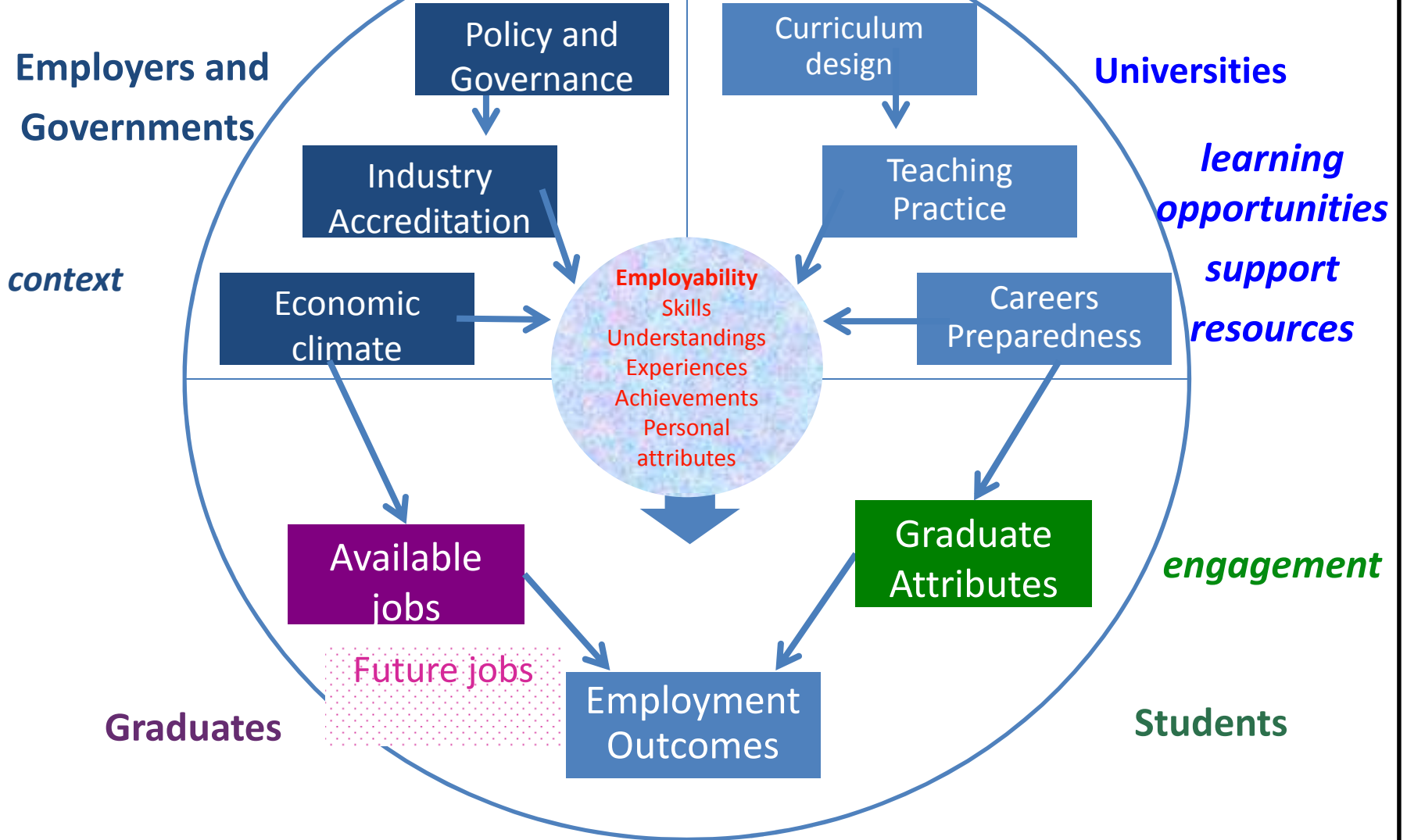
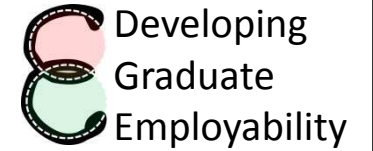
Framework, vignettes, website, and final report

Progress to date

Progress

- Draft literature review.
- Ethics approved
- Meetings held: Project team (5) Reference Group (1) Evaluation (2)
- Workshop on Program Logic held
- Program logic for one course for each discipline
- Industry Forum on 18 June. 50 people. 5 disciplines.
- Discussions with EA
- Poster and postcards printed
- Journal paper on Employer view in progress
- Part of AJET special issue bid
- Abstract submitted to AARE2014, 30 Nov – 4 Dec QUT, 3 OLT projects
- Conference papers ACEN2014, AAEE2014, ACE 2015, HERDSA 2015
- Framework under development
- Website under development graduateemployability.com led by Bond

Draft framework



Questions for discussion

Should we just listen to employers?

Do they know what they want?

Is *employment* enough to demonstrate employability?